

## JOB Opportunities

### ADMITTING OFFICER

Maryland General Hospital has a Full-time or Shared Night Shift Admitting Officer position for a BC/BE Internist or Family Practice hospitalist. Shifts are 12 hours from 7PM to 7AM and only weeknights. The flexible shared schedule can consist of alternating weeks of 5 nights or weeknights split with co-physician in some combination.

Physician will provide all direct in-patient care to adult, non-surgical patients and act as first point of contact for nurse inquiries regarding the care of patients served.

### ENDOCRINOLOGY FACULTY

The University of Maryland School Of Medicine, Department of Medicine, is seeking a new faculty member to join a vibrant group of 27 physicians. Position is for a Professor or Associate Professor to assume the role of Head of the Endocrine Section at the Baltimore VAMC and contribute to the clinical, teaching and research programs at the VA and University. Must be board eligible/certified in Endocrinology. A competitive salary and full benefit package is offered.

### FAMILY MEDICINE –

*Eastern Shore (Chestertown)*  
We are currently looking for a FT board eligible/board certified family medicine physician to join a 3 physician private practice affiliated with our community hospital in colonial Chestertown on the Eastern Shore of Maryland. Physicians provide inpatient and outpatient services. We strongly desire candidates to live in the rural Upper Eastern Shore region. Washington College and various other cultural and educational outlets are available in Chestertown. A competitive salary and full benefit package is offered.

### FAMILY MEDICINE –

*Eastern Shore (Cambridge)*  
Exceptional Opportunity for BC/BE Family Practice physician on the Eastern Shore of Maryland with a highly respected private practice closely aligned with Shore Health System (SHS). The ideal candidate will be interested in joining a solo family practitioner (call 1 in 5) located in Cambridge, Maryland. Responsibilities include the full scope of primary care including outpatient, hospital and nursing home. This position also offers an exciting partnership track opportunity. Shore Health System is situated on the Chesapeake Bay, conveniently located near Baltimore, Washington and Annapolis thus providing easy access to cultural, recreational and education opportunities.

### HOSPITALIST – Harford County

Upper Chesapeake Health owns two not-for-profit hospitals in northeastern, Maryland. Upper

Chesapeake Medical Center (UCMC) is located in Bel Air, MD, and Harford Memorial Hospital (HMH) is located in Havre de Grace, MD. Both facilities are easily accessible from I-95. We have a solid, employment model program which has been in place since 2005. The team currently includes 14 physicians. Facilities are quality excellence winners with advanced technology. Named one of “Best Places to Live in Maryland”, Harford County has diverse population, excellent schools, low crime, great neighborhoods, sports, shopping and dining.

### HOSPITALIST – Eastern Shore

Chester River Hospital Center and Eagle Hospitalists, Inc. are recruiting full time hospitalists for a first year, small hospital program in Chestertown, Maryland. We are seeking 7 day on, 7 day off rotations with flex scheduling depending on volumes in terms of in hospital time. Competitive salary and benefits package, relocation reimbursement, sign on bonuses and incentive compensation available. Chester River is a 48 bed acute care hospital offering extensive medical and surgical services and some of the most advanced diagnostic tools available today.

### INFECTIOUS DISEASE FACULTY

The University of Maryland’s Division of Infectious Diseases and the Institute of Human Virology’s Division of Clinical Care and Clinical Research is seeking a full-time non-tenure track faculty member at the Instructor/Assistant Professor level in the Department of Medicine. Candidates must demonstrate a strong interest and experience in the clinical management of HIV infection and infectious disease. Applicants must be board-certified in internal medicine; BE/BC in infectious disease. Responsibilities include providing comprehensive clinical care in both inpatient and outpatient settings to patients with infectious diseases, including HIV infections, as well as educational activities directed at fellows and housestaff.

### INTERNAL MEDICINE – Harford County

Exciting opportunity for BC/BE Internal Medicine Physician at Upper Chesapeake Health System. Exceptional financial package includes salary, bonus opportunity and full benefits. Upper Chesapeake delivers care in a safe, community-based suburban setting that offers all the technology and benefits of a large city hospital with none of the hassles. Optional practice opportunities include nursing home and sub-acute rehab patients (not required, but optional for increase income potential).

*More job opportunities listed inside*

## State-of-the-Art Facility Marks NEW ERA FOR MARYLAND GENERAL HOSPITAL



Maryland General Hospital recently celebrated the completion of an expansion that included renovating more than 15,000 square feet in the main hospital and constructing a new 3 story 64,000-square-foot facility.

The addition features eight new operating suites with four specialty surgery rooms, an 18-bed intensive care unit, an endoscopy and cystoscopy suite, a post-anesthesia care unit, preoperative suites, a new pharmacy, expanded clinical laboratory services and expansion space.

“For 129 years, Maryland General Hospital has provided high quality medical services to patients in West Baltimore,” said Sylvia Smith Johnson, President and CEO of Maryland General Hospital. “Previously, we were hampered by the age and size of our operating rooms and an inefficient layout of OR support areas. This new facility allows us to provide a higher level of service and utilize new technologies that give surgeons added capabilities, while improving safety, comfort and outcomes.”

### Updated Technology

Six of the new ORs are equipped with the Stryker iSuite System, the most advanced integrated imaging technology available. Multi-reflector LED surgical lighting, touchscreen and voice-activated control panels, and high-definition cameras put all of the patient’s critical data at the physician’s fingertips. The system also features two-way transmission of audio and video to remote locations, permitting consultation with hospital specialists as well as experts at other facilities.

“Being able to see these images while operating enables the surgeon to proceed with greater efficiency and confidence,” says Michael Lilly, M.D., FACS, Chief of Surgery at Maryland General Hospital and Professor of Surgery at the University of Maryland School of Medicine.

### An Enhanced ICU

Larger beds allow patients to be positioned for specific health conditions and have built-in scales and turning and lifting equipment, which better accommodates bariatric patients. Beds also feature a translation system to assist non-English speaking patients.

*“For 129 years, Maryland General Hospital has provided high quality medical services to patients in West Baltimore”*

*Sylvia Smith Johnson, President and CEO of Maryland General Hospital.*



The beds include customizable patient care protocols and tools to document care. They can detect position changes that could lead to patient injury, sound an alarm at the nurses’ station, and speak instructions to the patient to prevent falls.

### The Future of Health Care in West Baltimore

With the recent expansion complete, expectations are high for the future of Maryland General Hospital. “We have always provided superior care to our patients in a friendly, community-oriented setting. Now we have a platform that expands our capabilities and provides for growth well into the future,” says Dr. Lilly.



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# BEST Practices

SPRING 2010



RECRUITING PHYSICIANS TO THE UNIVERSITY OF MARYLAND MEDICAL SYSTEM

## A Message from OUR CHIEF MEDICAL OFFICER

Welcome to the spring edition of *Best Practices*. Thank you for your interest in learning more about the University of Maryland Medical System (UMMS). As a constantly evolving medical institution,



UMMS has grown to a multihospital system that has genuine impact throughout our State.

Our twelve hospitals and numerous ambulatory centers not only offer you a choice of locations – from urban to suburban and rural – but also a choice of practice settings, including academic, teaching and community. As you read our “Spotlight on Civista Medical Center” and Hospital by Hospital sections, you will no doubt see our widespread commitment to implementing best practices in patient care, operational design and technology. We know that achieving our clinical vision cannot happen without active physician leadership and support. To that end, we strive to recruit physicians committed to excellence in both clinical quality and service. An example is Dr. Meredith Maclay, Emergency Medicine Physician at Civista Medical Center. She provides her overview of how Civista Medical Center continues to demonstrate a track record of meeting these objectives strengthened by our commitment to the practice of tomorrow’s medicine here today at UMMS.

Kind regards,

**Glenn F. Robbins, M.D.**  
*Senior Vice President and Chief Medical Officer  
University of Maryland Medical System*

## POST-INTERVIEW STRATEGIES to HELP YOU GET *the* OFFER

By: Sharee Selah, MBA, Corporate Physician Recruiter, University of Maryland Medical System

Many residents and fellows express frustration after they’ve completed their site visit. The common questions I hear are, “Why hasn’t the practice/hospital called me? Is there anything further that I can do to get the offer?”

Having worked in this industry for many years, and helping numerous residents through the interview maze, here is what I can tell you: There is no magic bullet that will land you the perfect practice opportunity. In fact, you’re probably already doing many of the right things in the process.

There are, however, some strategies you can use to influence the decision and finesse the process. Being mindful of the following ten suggestions can actually make a big difference in the outcome of your interviews.

**1. Be prepared for follow-up.** The first step is to have a structured follow-up strategy in place - which most candidates do not. This will enhance feeling prepared, pro-active and more in control.

**2. Act more like a consultant than an applicant.** During an interview, focus on questions about the practice/hospital needs and concerns pertaining to your specialty. These questions should be based on the preparation and study you’ve done beforehand. Write-down the interviewer’s answers, which will become the foundation for your follow-up steps.

**3. Don’t rush toward an offer.** The purpose of your initial interview is not always to get an offer, but to get invited back for a second meeting or site visit. Questions that uncover the employer’s primary needs are key.

**4. Confirm next steps.** An interview is only as good as the follow-up actions it generates. Don’t settle for “We’ll let you know” or similar comments that place you in a passive position. Shoot for a commitment.

**5. Send thank you notes.** Be sure to send your thank you letters as soon as possible. They should be personalized to each individual and include specific references to each person with whom you met. If you promised to send the employer references, do so promptly.

**6. Use every step in the process as a chance to build the relationship.** After the interview, review your notes; highlighting the most pressing needs or challenges. Identify specific areas where you have successfully addressed similar issues in your training or prior experience. In your thank you letter, include brief synopses of these accomplishments, tying them directly to the organization’s challenges. This can support your ability to bring your special value to this organization.

*continued on page 2*

## POST-INTERVIEW STRATEGIES *continued:*

**7. Be punctual.** Some candidates sabotage their chances for the offer by arriving late to the interview, or by “dropping the ball” in the middle of the process. Always call when you say you’re going to call and do what you say you’re going to do. Be meticulous in your business etiquette, e.g. regular follow-ups by phone and e-mail.

**8. Leverage outside resources.** If you have contacts or connections with anyone who knows the physicians interviewing you, ask them to put in a good word for you, and/or at the very least, send the employer some letters of recommendation.

**9. Accept rejection gracefully.** Assuming you’ve done everything you can reasonably do to win the offer, you must accept whatever decision the employer makes. If you get the message that the hospital/practice is not interested in you, do not take it personally. You can’t force the offer, no matter how perfect you may have thought the job was for you.

**10. Turn defeat into victory.** If rejected, the first thing you should do (ironically) is to send a thank you letter. You can really distinguish yourself from other applicants if you send this sort of polite, professional letter after the fact. Express your sincere appreciation for having been considered for the position, and wish the new employee every success. The employer will be impressed with your grace and professionalism and possibly contact you as soon as another opening becomes available. By employing these simple follow-up strategies after the interview, you will improve your chances of getting more offers, and you will also feel more empowered and effective throughout the hiring process!

## Spotlight on CIVISTA MEDICAL CENTER



Continued expansion, major investment in new technology, and a deeply rooted commitment to exceptional care make Civista Medical Center the community healthcare provider of choice to the people of southern Maryland – and the employer of choice for discerning physicians.

Civista Health System is a regional, not-for-profit, integrated health system serving Charles County and the surrounding areas of southern Maryland. Civista Medical Center opened in 1939 as Physician’s Memorial Hospital to provide care for the citizens of Charles County, Maryland in response to a devastating tornado. The hospital now known as Civista recently completed an expansion of the medical center, doubling the size of the facility and vastly increasing services and capacity. We continue our mission as a not-for-profit organization bringing the finest in technology and personal care to Charles County and all the citizens of southern Maryland. Civista offers you:

- **A vibrant community with a rich heritage.** Our location in the heart of the D.C.-Baltimore-Richmond corridor can offer you—and your family—the best of all worlds. One of the fastest-growing counties in Maryland, Charles County is a charming community steeped in culture and history. And Civista Medical Center has been in the heart of it all. In fact, generations of families have been born here, and continue to trust us for their medical care. A school system ranking in Maryland’s top five...a convenient commute to the metro D.C. area...the history of a “true” community hospital...and the ideal place to live, work and raise a family—combine to make life in Charles County truly satisfying.

- **A variety of practice options.** With a flagship 129-bed hospital in La Plata, Women’s Health Center, Ambulatory Surgery Center and OB/GYN Center in Waldorf, Civista Medical Center offers a variety of career choices for physicians.
- **Community involvement.** A tight-knit and supportive group of medical practitioners, Civista physicians serve on many community boards and organizations including Hospice of Charles County, Partnerships for a Healthier Charles County, American Cancer Society, and many more.
- **Unprecedented growth and expansion.** In 2008, Civista completed expansion of the medical center, doubling the size of the facility and vastly increasing services and capacity.
- **Capital Improvements** In 2008, Civista Medical Center completed the largest expansion in the center’s history—an \$82 million dollar project that includes a new patient tower with 60 private rooms. Our Emergency Department doubled in size, adding 29 private treatment rooms; and four new operating rooms with two minor procedure rooms. Civista Medical Center welcomed the addition of a number of technical enhancements including the new Fuji picture archiving and communications system (PACS), a state-of-the-art 64-slice CT scanner, and physicians’ remote access to medical records.

“Working for Civista provides the comfort of a family-centered small town, while maintaining easy access to both waterfront recreation and major metropolitan centers. We are dedicated to our community and take pride in our modern facilities, current technology and never ending commitment to quality improvement,” said Dr. Mark Dumais, Chief Medical Officer. “Civista offers an ideal place to live and work.”



## DR. MEREDITH MACLAY EMERGENCY MEDICINE PHYSICIAN, CIVISTA MEDICAL CENTER



### What made you choose to practice at Civista Medical Center?

I love the people here, they are the greatest. I love providing community hospital emergency medicine. There is a broad spectrum of patients from the very sick to fairly minor problems. I love that I walk into a room and there are always family members with the patient. There is a very strong family support system here that is so refreshing and wonderful. The people here are very bright and have an understanding of what you tell them and they are eager to know as much as they can about their medical problem. La Plata has a great sense of community and everything is interwoven here. I enjoy that so much, there is not that transient sense that you have with so many hospitals.

### How would you describe the facilities?

The physical plant is beautiful and there is a real effort on the part of administration and medical staff to provide state of the art care. If there is a procedure that is not done commonly and a patient needs to be referred to another facility Civista has really good relationships with specialty centers. But more and more, they are trying and succeeding to provide what is needed right here.

## HOSPITAL by HOSPITAL

A groundbreaking ceremony on May 13, 2010 marked the start of construction for the **UNIVERSITY OF MARYLAND MEDICAL CENTER’s** newest facility. The new facility will expand the Shock Trauma Center, boost the capacity of the Medical Center’s adult and pediatric emergency departments and provide additional beds for surgical intensive care patients. The new building features 10 state-of-the-art operating rooms, 64 new and replacement critical care beds and new rooftop landing pad. Construction on the newest facility at the University of Maryland Medical Center is expected to be completed in 2013.

**UPPER CHESAPEAKE MEDICAL CENTER** has been recognized as a “Get with the Guidelines” Silver Plus Performance Award winner for excellence in Stroke Care by the American Stroke and American Heart Association. This quality improvement program award recognizes success in providing a high level of care to stroke patients by ensuring that they receive treatment according to nationally accepted standards and evidence-based guidelines. These guidelines include appropriate use of medications such as TPA, antithrombotics, anticoagulation therapy, DVT prophylaxis, cholesterol reducing drugs and smoking cessation.

**SHORE HEALTH SYSTEM**, in partnership with the University of Maryland Medical Center and the University of Maryland School of Medicine, operates the **KIDNEY TRANSPLANT CLINIC AT THE MEMORIAL HOSPITAL** at Easton. At the clinic, candidates for kidney transplant are evaluated and prepared for

surgery, eliminating the need for multiple trips to Baltimore. In addition to University of Maryland Medical Center surgeons, the Easton-based clinic team consists of a nephrologist, a transplant nurse coordinator, a social worker, a dietician and a financial assistance counselor, who collaborate as they help patients navigate the kidney transplant process.

The **BALANCE CENTER AT DORCHESTER GENERAL HOSPITAL** in Cambridge is the only facility on Maryland’s Eastern Shore that offers a comprehensive program of outpatient physical, occupational and speech therapies that help people resume activities that may be interrupted due to dizziness, positional vertigo, musculoskeletal disorders and neurologic conditions. The Balance Center is the only rehabilitation clinic on Maryland’s Eastern Shore that uses data from the SMART Balance Master® technology to develop treatment plans and to track progress toward individualized goals.

**BALTIMORE WASHINGTON MEDICAL CENTER** began an expansion project to the hospital’s surgical suite and support spaces in March 2010. The project includes a 27,500 square-foot, one-story addition which will include three new operating rooms and space for three future operating rooms. The project will allow more space in the operating suites to accommodate state-of-the-art technology for complex surgical cases. The expansion also includes renovations to 16,000 square-feet of existing space to connect the new addition to the current operating suite and reconfigure support areas to make them more customer-friendly. Construction of the surgical suite is expected to be complete in fall 2011.

### How would you describe the culture at Civista Medical Center?

The nurses are first rate here. They are well educated and enthusiastic. The technology such as PACS (Picture Archiving and Communications System) is a huge benefit. The lab is fabulous. There is great pride in this hospital and a great interest in it succeeding. There are so many advantages to working here; for us and for the patients.

### What would you tell a resident/physician considering pursuing a career at Civista Medical Center?

Civista is a fabulous hospital! You get to see a variety of cases that you don’t see in a large hospital system. Physicians can build their clinical skills rapidly because of the breadth of cases. Sometimes we are the first physician the patient sees and have the chance to follow a case from diagnosis to treatment. It’s exciting to learn everyday and you have the opportunity to grow as a physician. I came from the city and fell in love with Charles County. There is an intimacy and familiarity with the community that you don’t get in a more urban area. I am introduced at the grocery store or local restaurant as “one of our doctors”. People in this community are huggers. It’s a warm, wonderful feeling to be thanked and even hugged for what you do as your job.

The **CHESTER RIVER HOSPITAL CENTER** has undergone several renovation projects this past winter and spring. The Pharmacy expansion project was completed January 2010. Specific upgrades were made to the IV preparation area, used to prepare IV medications and chemotherapy medications. The new space has doubled in size, enhancing workflow in the Pharmacy. The new Physician Lounge was just unveiled in May, and features a lounge area with flat screen television, chairs, kitchenette area, and work stations with computers. And, the Diagnostic Imaging Department has a new state-of-the-art Phillips Elva Fluoro room.

**KERNAN HOSPITAL’S** rehabilitation physicians are now using robotic therapy to help improve motor skills for some of the hospital’s stroke rehabilitation and brain injury patients. A state-of-the-art therapy tool, the InMotion 2 robot is included in treatment plans for patients with neurological conditions such as stroke, spinal cord injury and brain injury.

**UNIVERSITY SPECIALTY HOSPITAL (USH)** has recently launched updated Sepsis protocols based on the latest “best practice” information under the development expertise of Dr. Avelino Verceles, University of Maryland School of Medicine Pulmonologist consulting for University Specialty Hospital. The initiative is notably driving improvements in the overall care of the patient through the continuum of care. That combined with transfer initiatives launched by USH CMO Dr. Trudy Hall, along with Maryland General Hospital, are contributing to care and provider consistency, assuring University of Maryland Medical System expertise, and fostering best practices.

## JOB Opportunities

**INTERNAL MEDICINE – Anne Arundel County** Come and explore an exciting opportunity that is available for BC/BE Internal Medicine physician in central Anne Arundel County, Maryland at Baltimore Washington Medical Center, a member hospital of University of Maryland Medical System (UMMS). This is an opportunity to join a board certified internist with twenty years of experience in a pleasant, well established outpatient practice located in Pasadena Maryland. Exceptional financial package includes salary, bonus opportunity, health benefits, vacation/ CME package, SIMPLE IRA matches and 9-5 work schedule.

### NEPHROLOGY

The Nephrology Division at the University of Maryland School of Medicine is recruiting a faculty member at the Assistant/Associate Professor level. Candidates must be board certified in Medicine and Nephrology and will be expected to serve as attending on the nephrology and transplant services. Interested candidates will also be expected to develop a focused basic and/or clinical research program.

### NEUROSURGERY

Maryland General Hospital is recruiting for a FT Neurosurgeon. Physician will join a well-established, private practice Neurosurgery Group. Practice out of a modern 311-bed teaching hospital, offering the use of new diagnostic tools and advanced technologies. This state-of-the-art teaching hospital is the only hospital in Maryland to offer the CyberKnife. Also offered is The Spine Center, which serves as a national model as a center of excellence! Competitive financial/benefit package offered along with a production bonus.

### OB/GYN – Harford County

Attractive position available for a BE or BC OB/GYN physician. Upper Chesapeake Health in Harford County, MD is expanding its women and children’s service line service line to better serve the needs of the growing community. Warm and attractive Family Birthplace Unit. June 2011 start date anticipated. This is a hospital employed position, one hospital coverage, LDRP model of care, 1 in 5 call, 24/7 in-house Pediatrics, Anesthesia and OB Coverage. New on-campus office location with recently renovated operating rooms, well respected colleagues, supportive administration.

### OB/GYN – PerDiem

Maryland General Hospital is recruiting for a per diem OB/GYN physician. A minimum of one 12 hour shift per month shall be covered, or such greater number as mutually agreed. During coverage Physician will be physically present in the Hospital providing OB & GYN

coverage in accordance with schedules as provided by the Chief of the Department. Maryland General Hospital is a community teaching hospital and affiliate of UMMS.

### ORTHOPEDIC SURGEON – Harford County

Attractive position available for a fellowship trained joint replacement surgeon. Upper Chesapeake Health in Harford County, MD is expanding its orthopedic service line to better serve the needs of the growing community. This is a hospital employed position working along side highly respected physicians and supportive hospital administration. A summer 2011 start date anticipated. Competitive salary, incentive compensation and full benefit package.

### PEDIATRIC HOSPITALIST –

*Anne Arundel County* Excellent opportunities for BC/BE Pediatric hospitalist in central Anne Arundel County, Maryland at Baltimore Washington Medical Center. Opportunity to join a solid group of physicians that cover a busy emergency department, a ten-bed pediatric inpatient unit, a new level 2A nursery and Labor and Delivery. Looking for additional pediatric hospitalists to help cover all three areas (ER, inpatient, and nursery/L&D) as well as to help teach rotating third year medical students. Joining the Baltimore Washington Medical community also gives you the opportunity to enjoy all Maryland has to offer including sandy beaches, Appalachian hiking trails, professional and college sports teams and easy access to Washington, D.C.

### PULMONARY CRITICAL CARE FACULTY

The Pulmonary and Critical Care Medicine Division at the University of Maryland School of Medicine is looking for a BC/BE intensivist to join their expanding critical care program, and staff its new state-of-the-art MICU at the University of Maryland Medical Center during the evening and overnight hours. Generous compensation package and an environment supportive of professional development.

*Physicians interested in applying for these opportunities are invited to submit an electronic copy of their CV and cover letter to:*

**Baltimore City:** *Sharee Selah, sselah@umm.edu*  
**Eastern Shore:** *Anne Gay, agay@umm.edu*  
**Harford County:** *Marian Whitlock, whitlock\_uch@yahoo.com*